103. *Adjustment of task.*—The Public Works Department Sub-Divisional Officer shall decide what is the class of soil or other local condition of the task, and adjust the actual task accordingly, with reference to the standard task.

104. *Tasking of new-comers.*— New-comers shall ordinarily, for the first fortnight, or until they are fit to enter the ranks of the workers, be separately tasked; the task shall be pitched low at the outset, if necessary as low as half the standard task, being raised gradually as the new-comers improve in dexterity and physical condition. Great care shall be taken to prevent this concession being abused by workers leaving the work for a few days and then returning.

105. *Tasking of weakly gangs.*—Weakly persons, who are unable to do a full task, shall be required to do only half of the task laid down in Tables A to D of Appendix V or of such other task as may be fixed by the Collector No attempt to apportion the task more exactly to the strength of the weakly gangs shall be made. If any persons are so weak as to be unable to do this half task, they shall be given such work as clod-breaking, &c., and be treated as dependents.

(v) *Wages and Allowances on Relief Works*

106. *Principle of famine wage.*—The principle of the famine wage scale is that the wage should be the lowest amount sufficient to maintain healthy persons in health. Persons not in health on arrival at a work shall be specially treated within the terms of the Code. The vigilance of all officers connected with relief works shall be directed towards the prevention of *dasturi* in any form.

107. *Wage scale.*—The following wage scale shall be adopted on all public works:—

Workers

A.—Gangers and special gangs ...	One pice more than Class B.
B.—Diggers	18 Chhataks.*
C.—Carriers	14 ,,
D.—Working children	10 ,,

Dependents

E.—Adults	Male...	12 Chhataks.*
	Female	10 ,,
F.—Non-working children	over 10 but under 14 years	8 ,,
G.— Do.	over 7 but under 10 years...	6 ,,
H.— Do.	under 7 but not in arms ...	4 ,,
I.— Do.	in arms	3 ,,

The extra pice for Class A shall be subject to fine.

108. *Price-basis.*—The basis of conversion of the grain wage to a cash wage shall be the retail price of the cheapest grain in common use, not flour but *cleaned* grain. The price-basis for each district or portion of a district shall be fixed from time to time by the Commissioner, and shall not be altered on account of small variations in market prices. The Collector, in communicating the Commissioner's orders to Charge Officers and others, shall specify the date from which the new price-basis is to take effect.

109. *Deviation from the wage scale.*—On all works Government and the Famine Commissioner, when specially empowered, will exercise their discretion to deviate from the prescribed scale of wages or from the wages and allowances in pice shown in Wage Table (*a*) of Appendix III—

(*a*) *for increase of the scale.*—(i) when the physical condition of the people has so deteriorated that a more liberal diet is required;

* 1 Chhatak = 2 oz.

(ii) when the vitality of the people is subjected to a special strain by seasonal conditions, such as severe cold, heat or rain, or by an outbreak of disease; or

(iii) when the scale is found inadequate owing to the prevalence of local distress without the prices falling to what are ordinarily regarded as famine rates;

(*b*) *for reduction of the scale.*—(i) when the ratio of the standard famine wage to the prevailing market wage of the country is comparatively large;

(ii) when there is a plentiful supply of wild fruit, vegetables, cheap meat or fuel; or

(iii) when people are employed on village works in, or closely adjoining, their own villages.

110. *Calculation of cash wages.*—Wages to relief workers shall be calculated to even pice and paid in cash unless Government otherwise direct. A ready reckoner for calculating cash wages in pice is given in Appendix III.

111. *Wages to include cost of fuel.*—The wages are intended to cover the cost of fuel; but, when it is impossible for the relief workers to obtain fuel, the Collector may sanction the issue of fuel gratis to them, or the workers may be allowed to take gratis from the forest areas near the work such fuel as they need for their personal use, care being taken to prevent the destruction of valuable trees.

112. *Allowance for children in arms.*—The allowance for a child in arms of a worker shall be paid in cash to the mother or guardian in addition to her own wage. If the mother or guardian be a non-worker relieved in the kitchen, the allowance shall take the form of an addition to her food.

113. *Births on works.*—In the case of a birth on a work, the mother shall be paid two rupees for medical comforts. If a worker, she shall be permitted to absent herself from work and be paid the dependent's wage *plus* the allowance for the child for ten days or for such longer period as the medical officer or, in the absence of a medical officer, the officer in charge may certify her to be unfit for work.

114. *Emaciated persons.*—Any person who arrives on a work in an emaciated or starving condition shall at once be given either the dependent's ration, if there is a kitchen, or the dependent's cash wage: and if not entitled to remain on the work as the dependent of a worker, he shall continue to be supported until he can be sent to a poor-house or otherwise provided for.

115. *Allowance for days on which work is suspended.*—The dependent's allowance shall be given to workers and dependents on public works, and to workers on village works, for any day occupied in registration and formation of gangs, marching, medical inspection or the like, or on which work is stopped on account of the weather or from other causes.

(vi) *Payments of Wages*

116. *Payment by results.*—The able-bodied workers shall be paid, strictly according to results, with the full wage fixed in section 107 as the maximum: if no work is done they will get no pay. Work which falls short of the full task by more than five per cent. shall be calculated to the nearest tenth of the full task and payment shall be made to the nearest tenth of the full wage. Tables for reckoning full and reduced wages are given in Appendix III. Short work due to contumacy shall, however, be paid for as directed in note 2 to Wage Table (*b*) in Appendix III.

117. *Payment of weakly persons.*— Weakly gangs shall similarly be paid according to results, the full wage fixed in section 107 being given if the reduced task is performed in full or within five per cent. of the full; but in no case shall the wages of the weakly be allowed to fall below the dependent's allowance (E and F of section 107).